

# **Division of Disability & Rehabilitative Services (DDRS) Information Summit**

**Kylee B. Hope, Director**  
**June 2016**



# **Welcome from Indiana Family Social Services Administration!**

**Peggy Welch, Chief  
Advocacy Officer**



# DDRS Leadership Team

- **Theresa Koleszar**, Director, Bureau of Rehabilitation Services
- **Cathy Robinson**, Director, Bureau of Development Disabilities Services
- **Anne Davis**, Director, Bureau of Quality Improvement Services
- **Dawn Downer**, Bureau of Child Development Services, First Steps



# DDRS Leadership Team

- **Julie Reynolds**, Director, DDRS Special Projects
- **Greg Jinks**, DDRS Chief Operating Officer





# Historical Perspective and Continued Evolution of Disability Rights



# Where have we been?

- 1918 – **Funding for Rehabilitation**
- 1935 – **Social Security Act**, establishes program for permanent assistance to adults with disabilities.
- 1964 – **Civil Rights Act** is passed, but **does not** make any provision for people with disabilities.



# Where have we been?

- 1965 – **Title XIX of the Social Security Act** creates Medicaid that pays medical costs for certain individuals with disabilities and families with low incomes.
- 1968 – **Architectural Barriers Act** mandates all buildings designed, constructed, altered, or leased with federal funds to be made accessible.
- 1973 – **Section 504 of the Rehabilitation Act** makes it illegal for public entities to discriminate on basis of disability.





# Where have we been?

- 1975 – **Education for Handicapped Children** – now called Individuals with Disabilities Education Improvement Act
- 1986 – **Early Intervention Services / First Steps** (part C of IDEA)
- 1988 - **Fair Housing Amendments Act**
- 1990 – **Americans with Disabilities Act** is signed
- 1999 – **Ticket to Work and Work Incentives Improvements Act**



# Where are we going?

- 2014 – **Workforce Innovation and Opportunity Act (WIOA)\***
- 2014 – **Home and Community Based Settings Rule\***
- 2015 – **Every Student Succeeds Act**



# Workforce Innovation and Opportunity Act

- **Aligns Federal Investments to Support Job Seekers and Employers**

WIOA establishes unified strategic planning across “**core**” **programs**, Title I Adult, Dislocated Worker and Youth programs; Adult Education and Literacy programs; the WagnerPeyser Employment Service; and Vocational Rehabilitation.

- **Improves Services to Individuals with Disabilities**

- Increases individuals with disabilities’ access to high-quality workforce services to prepare them for competitive integrated employment.
- It requires better employer engagement and promotes physical and programmatic accessibility to employment and training services for individuals with disabilities.
- Students with disabilities receive extensive pre-employment transition services to obtain and retain competitive integrated employment.

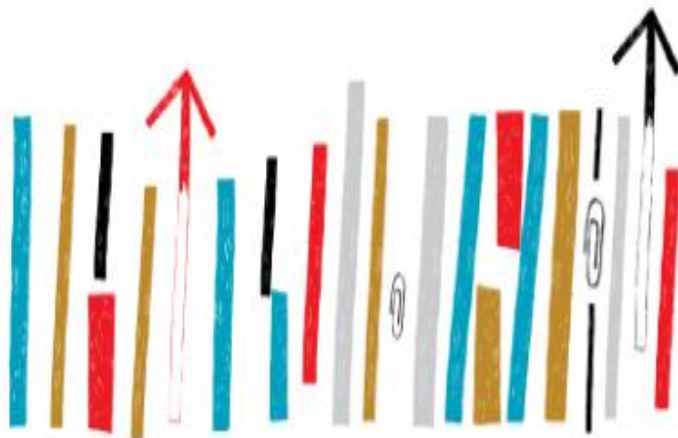


# Home and Community Based Settings Rule

- The setting is **integrated in and supports full access** of individuals receiving Medicaid HCBS to the **greater community**, including opportunities to seek employment and work in competitive integrated settings, engage in community life, control personal resources, and receive services in the community, to the same degree of access as individuals not receiving Medicaid HCBS.
- The setting is **selected by the individual** from among setting options including non-disability specific settings and an option for a private unit in a residential setting.
- Ensures an individual's rights of privacy, dignity and respect, and freedom from coercion and restraint.
- Optimizes, but does not regiment, **individual initiative, autonomy, and independence in making life choices**, including but not limited to, daily activities, physical environment, and with whom to interact.
- Facilitates **individual choice** regarding services and supports, and who provides them.



# Change Story



To give people  
the means to  
succeed

# Type of Change that is Needed

## TRANSITIONAL CHANGE

“Retooling” the system and its practices to fit the new model

Mergers, consolidations, reorganizations, revising systematic payment structures, creating new services, processes, systems and products to replace the traditional one.

## TRANSFORMATION CHANGE

Fundamental reordering of thinking, beliefs, culture, relationships, and behavior

Turns assumptions inside out and disrupts familiar rituals and structures

Rejects command and control relationships in favor of co-creative partnerships



The most  
dangerous phrase  
in the language is "we've  
always done it this way."

Barry, Kenneth, O'Brien, Thomas



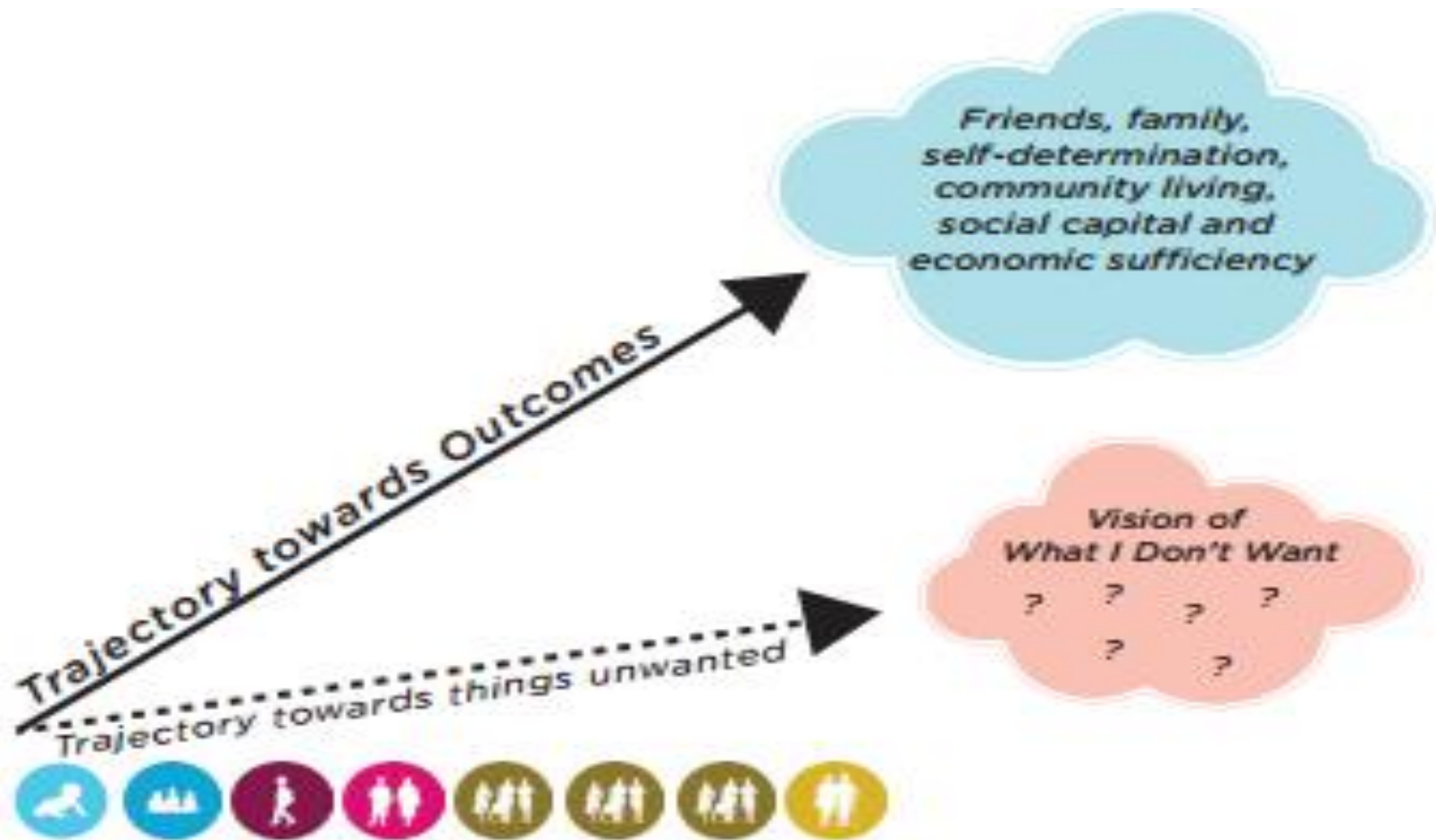
# Transformation Change

- Develop a Vision for the Future
- Cultural Change
- Listen to individuals with disabilities
- Find ways to remove obstacles to ensure everyone can live and work to their greatest potential
- Develop a solid foundation
- Think beyond the norm!


















# Charting the Life Course



Missouri Family to Family (2015). Charting the Life Course: A Guide for Individuals, Families, and Professionals. Kansas City, MO: University of Missouri-Kansas City Institute for Human Development, University Center for Excellence in Developmental Disabilities.

<http://supportstofamilies.org>



LIFE DOMAINS	LIFE STAGES
 <b>Daily Life &amp; Employment</b> What a person does as part of everyday life– school, employment, volunteering, communication, routines, life skills.	 <b>Prenatal/Infancy</b> Early years, wondering if meeting developmental milestones
 <b>Community Living</b> Where and how someone lives– housing and living options, community access, transportation, home adaptation and modification.	 <b>Early Childhood</b> Preschool age, getting a diagnosis
 <b>Safety &amp; Security</b> Staying safe and secure– emergencies, well-being, guardianship options, legal rights and issues.	 <b>School Age</b> Everyday life during school years
 <b>Healthy Living</b> Managing and accessing health care and staying well– medical, mental health, behavior, developmental, wellness, and nutrition.	 <b>Transition</b> Transitions from school to adult life – Realizing school is almost over!
 <b>Social &amp; Spirituality</b> Building friendships and relationships, leisure activities, personal networks, faith community.	 <b>Adulthood</b> Living life as an adult
 <b>Citizenship and Advocacy</b> Building valued roles, making choices, setting goals, assuming responsibility and driving how one's own life is lived.	 <b>Aging</b> Getting older and preparing for end of life (parent/family/individual)
	 <b>Promotes self-determination</b>

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## Real People, Real Lives

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People with disabilities are members of their families and communities



With the best of intentions...



Organize supports around people

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# Integrated Supports Across the Life Course



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***“The future is not  
something we enter.***

***The future is  
something we  
create.”***

***-Leonard Sweet***







- Free Appropriate Public Education in the Least Restrictive Environment
- Access to appropriate curriculum
- Setting High Expectations
- Inclusion with peers
- Developing academic, social, and daily living skills
- Responsibilities at home such as daily chores
- Given opportunities to make decisions
- Learning ways to communicate
- Hope & Dreams



Education





- Being actively involved and seek information about best practices
- Nurture, love, and support individuals.
- Dignity of Risk
- Family Dynamics & Cultures
- Connect with other parents and organizations.
- Start charting a positive life course.



Family Engagement



- Identification of Needs
- Change the Conversation
- Technology
- Eligibility Services
- Person-Centered
- Integrated Supports
- Natural Supports

Supports & Services



- Healthcare
- Fitness
- Nutrition
- Disability-Specific Information
- Public & Personal Safety
- Legal and Financial

Healthy Living



- More than getting a job
- Career pathways
- Career advancement
- Skill development
- Work experiences
- Start Early and Often
- Social skills
- Self-sufficiency
- Expectation to work
- Develop the Workforce

Employment



- Transportation
- Accommodations and Access
- Living Options
- Community Integration
- Technology
- Social Events & Entertainment

Community Living



- Self-direction
- Self-determination skills
- Leadership
- Voting
- Being a good neighbor
- Empowerment
- Discovery and Realize Individual Gifts
- **#BETHEBOSS**

Self-Advocacy



- Family
- Friends
- Co-workers
- Community members
- Disability-specific services (VR, Medicaid, Housing, Education)
- Support Groups
- Social Media
- Employment & Workforce

Relationships



Success







Success

Community  
Living

Self-  
Advocacy

Relationships

Employment

Family  
Engagement

Supports &  
Services

Healthy  
Living

Education





“THE SECRET OF  
CHANGE IS TO FOCUS  
ALL OF YOUR ENERGY,  
NOT ON FIGHTING THE  
OLD, BUT ON BUILDING  
THE NEW.”

— *SOCRATES*



# THANK YOU!

Ideas or Questions:

[Kylee.Hope@fssa.in.gov](mailto:Kylee.Hope@fssa.in.gov)

